

The Effect of Teachers' Certification Incentive toward Christian Religious Teacher's Performance (A Causal Study at Senior High School Level in North Tapanuli Regency)

Nisma Simorangkir

IAKN (Institut Agama Kristen Negeri) Tarutung, Indonesia
email:nismasimorangkir@gmail.com

Abstract— This study aim is to explore the effect of teachers' certification incentive toward Christian Religious teacher's performance at Senior High School level in North Tapanuli regency. The research used a quantitative research. The total number of respondents were 26 Christian Religious teachers who have received certification incentive. A closed questionnaire was used as research instrument that distributed to respondents. Then, the answer of respondent calculated by using statistical analysis. The result of calculation was gained that value of determination coefficient test (r^2) was 0.2992. It means that teachers' certification incentive affected teachers' performance amount 29.92%. Then, data analysis showed that t_{count} (3.201) > t_{table} (2.064). From the result, it can be stated that there is a positive effect of giving teachers' certification incentive on their performance.

Keywords— certification incentive, teachers' performance.

I. INTRODUCTION

Teacher is one of the most important elements in producing good and qualified human resources that is why teachers need to develop proficiency in their profession. Professional teachers have main task on educating, teaching, guiding, directing, training, assessing and evaluating learners. Teachers are professional educators who have important duties, functions, and roles in the intellectual life of the nation. the development of science and technology and the demands of educational development, the teacher is required to continuously strive to improve its competence dynamically. Furthermore, certified teachers are considered to have pedagogical competence, professional competence, social competence and personality competence. Teachers who are competent and well earned are expected to have high performance (Muslich, 2007). Teachers who have educator

certificate, are entitled to incentives in the form of professional allowance. The amount of professional allowance incentives is one time a basic salary for each month (Undang-Undang No.14, 2005). By the improvement of teachers' welfare is expected to increase their performance. Therefore, it is necessary to conduct a research to know is this expectation has been suitable with the demands of the legislation.

II. REVIEW OF RELATED LITERATURE

2.1. Teacher's Allowance

Professional allowance is the incentive given to teachers and lecturers who have a certificate of educators in recognition of their professionalism (Peraturan Pemerintah No.41, 2009). It is given to teachers who have a certificate of educators in appreciation of professionalism. Certified teachers is the process of giving certificates for teacher in compliance with teacher professional standards which is done in the form of portfolio. This portfolio assessment is used as an acknowledgment of teacher professionalism standards in document form describing teacher quality that leads to ten components, namely academic qualifications, education and training, teaching experience, planning and implementation of learning, assessment of supervisors and supervisors, academic achievement, work professional development, participation in scientific forums, organizational experience in the field to education and social, awards relevant to the field of education. The performance of teachers is a very important concept to note, because with high performance can encourage the performance of individuals and groups that will improve the effectiveness (Udin, 2009). The teacher's certification allowance is expected to increase competency as a learning agent covering pedagogic competence, personality competence, social competence as

well as professional competence. As a professional educator, teacher should be able to improve the quality of education of students who are taught. In this case the teacher should be able to improve its continued performance which is the capital for the success of education in Indonesia. According to Mansur(2007)there are benefits of certification test such as 1) Protect the teacher profession from incompetent educational service practices that can damage the image of the teacher profession itself, 2) Protecting the public from unqualified and professional education practices that will hinder efforts to improve the quality of education and preparation of human resources in the country, 3) Become a vehicle for quality assurance for Educational Personnel Institution (LPTK) in charge of preparing prospective teachers and also serves as a quality control for education service users, 4) Maintaining the educational institution of potential internal and external desire may deviate from the applicable provisions.

2.2. Teacher's Performance

Performance is the implementation of the functions required of a worker. It can be seen from the work of someone who includes the quality and quantity value (Husein, 2016). Furthermore, performance is not an individual characteristic, such as talent or ability, but is a manifestation of the talent and ability itself(Doni, 2014).Teacher'sperformance is the ability shown by the teacher in performing the task or work. This process is the ability of teachers in carrying out their duties as teachers who have the expertise to educate learners in order to coaching learners to achieve educational goals. Thus, teacher's performance is a set of real behaviors shown by the teacher when he gives learning to students(Husein, 2016).So it can be said that the performance is the ability possessed by the individual in doing a job, so it looks the achievement of his work in achieving the goal. Teacher performance can be seen based on achievement in learning activities if it has been in accordance with predefined standards. Therefore, the teacher should strive to develop and perform tasks that exist in the school environment in accordance with applicable rulesto achieve an optimal performance. Teachers are expected to have high performance, because with a high performance, the level of human resources in Indonesia will be better and can help students to create a generation of smart, character and able to answer the challenges of the times.Husein (2016:135) states several important things in improving teachers'performance of in carrying out their duties comprising 1) cooperative attitude and likes to help, 2) cooperative and persuasive with students' parent, 3) adequate facilities 4) student interest in school lessons 5) polite students, 6) supervision to helps, 7)

school is well organized, 8) well-formulated policy from school.Furthermore, Doni (2014:366-368) suggests there are some elements of teacher performance, namely:1)loyalty is the determination and ability of teachers to obey, implement, and practice something that is adhered to with full awareness and responsibility in carrying out its duties, 2)job performance is the performance achieved by the teacher in carrying out the tasks and work given to him in a certain period, 3) responsibility is the ability of teachers in completing tasks submitted to him with the best and timely and dare to bear the risks or decisions that have been taken or actions taken, 4) obedience is the ability of teachers to comply with all provisions, laws and regulations, as well as the applicable rules of applying, obeying official orders given higher leadership and the ability to not violate the prohibition set by the education office, 5) honesty is the sincerity of the heart of the teacher in carrying out duties and work and the ability to not abuse the authority that has been given to him, 6) cooperation is the ability of teachers to work with other teachers, administrative staff, other employees who are in school and even students. And also build relationships with external ones such as school boards, professional organizations, school committees in stepping up the quality of education, 7) initiatives are the ability of the teacher to make decisions, steps or implement the necessary actions in carrying out basic tasks without waiting for orders from the principal, 8) leadership is the ability of teachers to manage and convince the existing human resources in school and outside school so that school goals can be achieved optimally.From the various opinions of experts above, it can be said that the teachers' performance can be seen from various elements associated with the implementation of the learning process and also the competence of teachers. The implementation of the learning process is in the hands of teachers, so they have to able to increase the task and responsibilities of teachers in acting and thinking more active and creative.

III. RESEARCH METHOD

This study was conducted on October, 2017 in North Tapanuli regency. It used an quantitative approach, with a method of causal study. The total number of respondents were 26 teachers who have received certification incentive (allowance). There were two research variables, teachers' certification incentiveas independent variable and teachers' performance as dependent variable. The questionnaire was used as reasearch intrument in a multiple choice consist of four options. It used 4 point from 1 to 4 rating scale ranginga). always = 4, b) frequently = 3, c). sometimes = 2,

and d) never = 1. The guidance to interpret the correlation coefficient of independent variable to dependent variable as follows: 0.00-0.199 relationship level is very low, 0.20-0.399 relationship level is low, 0.40-0.599 relationship level is medium, 0.60-0.799 relationship level is strong, and 0.80-1.000 relationship level is very strong. (Sugiyono, 2010). Pearson's product moment correlation (r_{xy}) formulawas used to measure the relationship between independent variable and dependent variable (Arikunto, 2010).

IV. RESULT AND DISCUSSION

Based on data statistical analysis, it was obtained that r_{xy} value was 0.547 and r_{table} value was 0.388. Then, value of r_{count} was compared with the value of r_{tabel} where ($\alpha = 0,05$, $IK = 95\%$, $n = 26$) that is 0,388. So, the value of r_{count} is bigger than r_{tabel} ($0.547 > 0.388$). It means there is a positive relationship between teachers' certification incentive towards Christian Religious teachers' performance teachers at Senior High School level in North Tapanuli regency. Then, it was obtained that t_{count} value was 3.201 and t_{table} value was 2.064. The t_{count} value is then compared with t_{table} for $\alpha = 5\% = 0.05$, $df = n - 2 = 26 - 2 = 24$. It was known that t_{count} is bigger than t_{table} ($3.201 > 2.064$). Thus, hypothesis testing showed that H_0 was rejected and H_a was accepted. It can be stated that there is positive and significant effect of giving teachers' certification incentive on teachers' performance. Coefficient of determination (R^2) was obtained 0.2992. Then, $0.2992 \times 100\% = 29.92\%$. It means that teachers' certification incentive affected teachers' performance amount 29.92%.

V. CONCLUSION

Teachers' certification incentive that given to teachers who have an educator's certificate in recognition of their professionalism, to ensure the implementation of education quality. An incentive can attract a person's desire to do something. It is also able to motivate the teachers to improve their teaching quality. Teacher performance appears to be responsible for carrying out his profession. The elements assessed in the teachers' performance assessment are: loyalty, work performance, responsibility, obedience, honesty, cooperation, initiative, and leadership demonstrated by the teacher in performing their duties or work. Based on the research, it can be concluded that there is a contribution of teachers' certification incentive towards their performance. Therefore, sustainable supervisions should be done as a consideration to evaluate teachers' performance in order to achieve better performance.

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